



CITY COUNCIL STAFF REPORT

ITEM NO. 6.3

DATE: October 26, 2026

TO: Honorable Mayor and City Council

FROM: Dustin J. Claussen, Administrative Services Director

SUBJECT: Resolution approving two side letter agreements between the City of Livermore and the Association of Livermore Employees (ALE) amending Article II (Overtime Compensation) and Article XIV (Safety Shoes) of the Memorandum

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution approving two side letter agreements between the City of Livermore and the Association of Livermore Employees (ALE) amending Article II (Overtime Compensation) and Article XIV (Safety Shoes) of the Memorandum of Understanding (MOU).

SUMMARY

The City of Livermore (City) and the Association of Livermore Employees (ALE) have reached an agreement on two side letter agreements to amend provisions of the current Memorandum of Understanding (MOU) related to safety shoe reimbursement and compensatory time. The proposed agreements clarify existing benefits and provide temporary flexibility to address staffing shortages in the dispatch center.

DISCUSSION

The City and ALE have agreed to the following amendments to clarify and modify certain provisions of the MOU:

Safety Shoe Reimbursement

Article XIV of the MOU provides an annual safety shoe reimbursement of up to \$225 for eligible Public Works Department employees and certain other classifications. The Airport Service Attendant and the Airport Service Attendant, Senior classifications were previously part of the Public Works Department and eligible for this reimbursement. When the Airport moved to the Innovation and Economic Development Department, these classifications were no longer covered by the department language in the MOU.

The proposed side letter (Exhibit A) specifically adds these classifications to Article XIV to reflect their

continued eligibility. This is an administrative clarification, as employees in these classifications have continued to receive the reimbursement.

Dispatcher Compensatory Time

Article II of the MOU currently limits compensatory time accrual to 100 hours. Due to ongoing staffing shortages in the Dispatch Center, the proposed side letter (Exhibit B) temporarily increases the maximum compensatory time balance from 100 to 200 hours for Public Safety Dispatchers, Senior Public Safety Dispatchers, and Supervising Public Safety Dispatchers assigned to the dispatch center.

The temporary increase will remain in effect for up to two years or until the City determines that the emergency staffing period has ended, whichever comes first. The agreement maintains the City's ability to approve compensatory time off based on operational and staffing needs and establishes a process for reducing balances when the temporary increase expires.

FISCAL AND ADMINISTRATIVE IMPACTS

The proposed side letter agreements are not anticipated to result in significant additional fiscal impact; the amendment formalizes an existing practice and does not increase costs. The temporary increase in compensatory time balances may defer overtime payments and accrued compensatory time liabilities until the hours are used or paid out, there is no fiscal impact related to this item.

COMMUNITY PILLAR

5. A City That Works

ATTACHMENTS

1. Resolution
2. Exhibit A - Side Letter Agreement Article XIV - Safety Shoes
3. Exhibit B - Side Letter Agreement Article II - Overtime

Prepared by: Kristen Hilton
Human Resources Manager

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Dustin Claussen
Administrative Services Director